

United States Public Health Service

Pharmacy Careers

The United States Public Health Service (USPHS) offers a unique professional practice environment. The diverse practice settings range from the beautiful remote areas of Alaska to the panoramic colors of the Southwest to the Washington DC metropolitan area. Careers in pharmacy are as diverse as the locations. There are a number of pharmacists in academia that began their careers as Commissioned Officers. The experience gained as an officer provided the foundation for their present academic careers.



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Southwestern photographs provided by RADM (retired) Richard Church



*CAPT (retired)
Bill Boyce*



CAPT (retired) Bill Boyce is the Director of Student Health Center Pharmacy and teaches physical assessment at the Oregon State University College of Pharmacy. He practiced clinical pharmacy for 21 years with the Indian Health Service (IHS). He began his career in 1977 as a staff pharmacist at the Fort Defiance Indian Hospital. He then became the deputy chief pharmacist at Winslow Indian Health Center from 1978 to 1984.

In 1984, CAPT Boyce became the director of the Clinical Pharmacy Practice Training Program in Phoenix, AZ. He helped implement the Clinical Pharmacy Practice Training Program, which trained over 350 IHS pharmacists during his six years as director.

In 1990, he left Phoenix to become the director of pharmacy services at the Chemawa Indian Health Service in Salem, Oregon, where he served until his PHS retirement in 1998. At Chemawa, he developed a pharmacy residency in primary care pharmacy practice.

CAPT Boyce received many accolades for his outstanding services. He received a USPHS Surgeon General Exemplary Service Medal in 1992. In 1998, he was awarded the Rho Chi Society Julius W. Sturmer Memorial Lecture Award from the Philadelphia College of Pharmacy and Science. During his 21-year career, CAPT Boyce was awarded the PHS Outstanding Service Medal, Commendation Medal, Achievement Medal and Citation. He was also awarded the IHS Pharmacist of the Year in 1988.

"IHS was providing the leadership for clinical pharmacy during the 70's, 80's and 90's and I happened to be fortunate enough to be part of it. I really enjoy providing the opportunity for my students to learn the same skills and knowledge that I was provided during my career."

Dr. Chris Bradberry

Dr. Chris Bradberry is a USPHS Inactive Reserve Corps pharmacy officer. He is the Dean and Professor of Creighton University Medical Center in Omaha, Nebraska.

He began his PHS career with the Indian Health Service (IHS) in Chinle, AZ. After obtaining a Bachelor's of Science in Pharmacy from the University of Louisiana at Monroe, Chris was commissioned as a Lieutenant.



At the time of his arrival, Chinle was a station consisting of 2 pharmacists and 2 technicians. Chinle provides services to approximately 15,000 people on the Navajo reservation. The clinical setting at Chinle is interprofessional with pharmacists, physicians, dentists, nurses, and others working together to provide patient care. One of Dr. Bradberry's memorable moments and last impressions is the environment for direct provision and pharmacist care in collaboration with physicians.

He developed a clinical drug information resource to be used in the dispensing process. He presented this innovation at the 1970 National Commissioned Officers Association meeting. Lacking computer support, he developed a file manual card system for data retrieval. Pharmacists were utilized in the provision of other health care services such as clinical laboratory and radiography. He attributes his IHS experience as the foundation of his current career. He feels the cultural experiences were life-changing.



Dr. Bradberry inactivated his Commission in 1971 to obtain his Pharm.D. During his doctorate course work at the University of Tennessee and residency at University of Texas Medical Branch in Galveston, TX, Chris developed an interest in clinical teaching and decided to pursue an academic position.

"The PHS and IHS pharmacy services were guided by visionary leaders and these models have set the stage for many of the modern day innovations in pharmacy practice."

CAPT (retired) Steve Foster

Captain (retired) Stephan L. Foster is a professor and vice-chair for the University of Tennessee College of Pharmacy. He started his



USPHS career in 1977 at the San Carlos Apache Indian Hospital in Arizona following the completion of his Pharm.D. degree. His first accomplishment was to become a pharmacist practitioner and provide direct patient care in the outpatient clinics. After spending a year as the deputy chief pharmacist, he became the chief pharmacist.

After three years, CAPT Foster transferred to the Whiteriver Apache hospital to take the clinical pharmacy position where he coordinated clinical efforts for both inpatient and outpatient services, while continuing as a practitioner. Eight years later, he transferred to Sacaton, Arizona to serve as the Assistant Chief Pharmacist for Clinical and Inpatient Services. He developed clinical programs and organized the department for the opening of a new hospital.

In 1990, CAPT Foster became the director of the Pharmacy Practice Training Program at the Clinical Support Center in Phoenix, Arizona where he remained until his retirement in 1998. During this time, he was responsible for the training of pharmacists entering the Indian Health Service to the IHS type of pharmacy practice. He also provided pharmacy CE activities for all of IHS and some of the other PHS branches. He was also the first webmaster for the IHS Pharmacy webpage. Additionally, he helped write and implement the Pharmacists Clinician Act for New Mexico and holds NM license number 5.

CAPT Foster was a member on the IHS standards of practice development committee, receipt of 20 USPHS service awards, the IHS pharmacist of the year in 1997 and the PHS pharmacist of the year in 1998.

CAPT Foster currently teaches physical assessment and immunization training. He also practices clinically at the UT Family Medicine clinic. He is the first pharmacist to serve on the Advisory Committee on Immunization Practices (ACIP) for the CDC and currently authors the American Pharmacists Association Pharmacist-based Immunization Delivery training program.

"The great mentors we had in the service showed us how to provide patient care. We had the type of practice that was considered the most clinical in the country. Now it is a great pleasure to mentor and share my experience and training with my students with the hope of continuing to advance pharmacy practice."

CAPT (retired) Raymond Hammond

CAPT (retired) Raymond Hammond is Associate Dean for Practice Programs at the University of Houston College of Pharmacy. He entered PHS after receiving his B.S. degree in pharmacy from the University of Houston. USPHS sponsored him for long-term training at the University of Tennessee Center for Health Sciences, where he received his Pharm.D. degree, in 1981. CAPT Hammond's PHS assignments included administrative and clinical positions in the Indian Health Service (IHS), where he was a pharmacist practitioner providing direct patient care and drug therapy management, in ambulatory and inpatient settings, under collaborative practice agreements. In Tahlequah, OK, he developed pharmacokinetic, nutritional support, and drug information services, as well as a comprehensive clinical program with a philosophy that all pharmacists would provide patient-oriented services.



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Learning. Leading.

In 1991, CAPT Hammond was among the first pharmacists to receive board certification as a Pharmacotherapy Specialist. From 1991-94, Hammond served as Branch Chief for Customer Service and Quality Assurance in the IHS Division of Supply Management. In that position, he was responsible for pharmaceutical and medical supply standardization in IHS, served as pharmacotherapy consultant to IHS Area Pharmacy & Therapeutics Committees, and served as a consultant to The U.S. Virgin Islands, and the World Health Organization and the pharmacotherapy consultant to the Federal Bureau of Prisons for development of the first national formulary. Ray feels his most important contributions were training IHS baccalaureate level pharmacists, and facilitating their credentialing and privileging to provide advanced clinical pharmacy services. Ray has received several USPHS awards, including the PHS Citation - for development of IHS clinical teaching modules; The Commendation Medal - for development of a pharmacokinetics computer program; and The Outstanding Service Medal - for career contributions to clinical pharmacy programs. In 1994, he retired as a Captain, and began his academic career. He was the first Pharmacist Clinician certified with prescriptive authority in New Mexico. In Texas, he developed and implemented protocols for himself and other pharmacists to provide drug therapy management under protocol in compliance with Texas Pharmacy Rules.

CAPT Hammond has held faculty positions at the University of New Mexico, and the University of Texas at Austin and El Paso Cooperative Training Program. He is currently Associate Dean for Practice Programs at the University of Houston College of Pharmacy.

"My PHS and IHS service provided me a wide range of clinical experiences that gave me a grasp of where pharmacy practice should be. Through experiential training, we can develop students who are life-long learners committed to the type of patient-oriented practice that has been the norm in IHS for over 30 years"

CAPT (retired) Richard Herrier



CAPT (retired) Rick Herrier began his USPHS career as a COSTEP at the Phoenix Indian Medical Center (PIMC) in 1969. He was convinced to apply for the COSTEP program by fellow University of Southern California (USC) student, Bob Smith.

CAPT Herrier received his Pharm.D. from USC and began his professional career at PIMC as a clinical pharmacist. He then served as the Assistant Chief for Clinical Services at PIMC and Consultant for Clinical Pharmacy Services from the Phoenix Area. While at PIMC, he co-developed the IHS Pharmacist Practitioner Training Program (PPTP), which trains pharmacists in physical assessment and differential diagnosis. He was one of six trainees in a grant that established the effectiveness of pharmacists as primary care providers.

In 1976, he transferred to Gallup Indian Medical Center (GIMC). He became the Chief Pharmacist six months later. He served as Acting Chief Pharmacy Branch from 1978-80, while CAPT (retired) Gene Smith was on long-term training getting his MPH. Herrier co-developed the APhA's initial Standards of Practice for the Profession of Pharmacy. He co-developed the concept and directed the transfer of care to and from GIMC to an innovative military hospital using modified versions of the U.S. Army's MUST Units during the GIMC remodel and renovation. He co-founded the QUAD Area Pharmacy Officers Conference that for the first time brought IHS pharmacists from the Navajo, Phoenix, Tucson and Albuquerque for an annual weekend clinical CE program.

He returned to Phoenix in 1980. He was part of the team facilitated by Dr. Lipman that developed the IHS Pharmacy Standards of Practice. He co-developed the IHS Counseling Technique, which is showcased in Pfizer's PPCP CE Programs. During his last 14 years in PHS, CAPT Herrier spent time taking graduate and CE courses to enhance his teaching skills.

In 1994, CAPT Herrier retired from the PHS and put his self-education in pedagogy to use by joining the faculty at the University of Arizona College of Pharmacy. He is now a clinical associate professor teaching patient assessment, professional communication and the OTC Pharmacotherapy course. He is also the director of a community pharmacy residency program in conjunction with Fry's Food and Drug Stores.

"Within six months of retirement (from PHS), I came to realize that IHS was decades ahead of the private sector in effectively and efficiently delivering high quality, cost-effective health care."

Dr. Art Lipman

Dr. Lipman is a PHS Inactive Reserve Corps (IRC) officer who began his PHS career at Tuba City, AZ after attaining his post-baccalaureate Pharm.D. from University of Michigan. He was introduced to the USPHS by CAPT (retired) Larry Kleinman, a laboratory partner. Kleinman was a graduate student in pharmaceuticals who retired after completing 20 years at the NIH.



Surgeon General Richard Carmona (left) Presents CAPT Lipman with his Inactive Reserve Corps Basic Officer Training Course certificate in 2003

CAPT Lipman served as the Deputy Chief at Tuba City from 1968 to 1970. He developed lifelong friendships with his colleagues. He accepted a position as the Drug Information Director at the Yale-New Haven Hospital and a concurrent faculty appointment at the University of Connecticut School of Pharmacy. Based on his wonderful experience at Tuba City, he inactivated his Commission (rather than terminate). In 1977, he left Yale to become the founding chairman of the Department of Pharmacotherapy at the University of Utah. In 1988-89, he arranged a Sabbatical at Oxford University in the U.K. He was approached by RADM (retired) Richard Church to activate for a few months to help develop the IHS Pharmacy Standards of Practice. RADM Church was the Chief Professional Officer of pharmacy at the time. CAPT Lipman chaired a task force of ten IHS pharmacy officers that was based out of the Clinical Support Center in Phoenix, AZ.

CAPT Lipman has activated as an IRC officer on multiple occasions. His short tours have been to follow up on the standards project; teach pain management and palliative care to interdisciplinary groups of PHS officers. He's also served on the staff of two national PHS pharmacy officer meetings, several area IHS pharmacy meetings, and one PHS COA meeting. In September 2003, he was among the first group of 50 IRC officers to complete the two-week IRC Basic Officer Training Course in Rockville, MD. CAPT Lipman is currently a pharmacy professor, adjunct medical school professor of anesthesiology, and director of clinical pharmacology of the pain management center at the University of Utah.

"It has been my continuing pleasure to describe the trailblazing clinical activities of IHS pharmacy officers and to continue to recruit pharmacy students as COSTEPS and as pharmacy officers following graduation."





CAPT (Retired) Eugene Smith

CAPT (retired) Gene Smith served the USPHS with the Indian Health Service (IHS) 1970–2000. He spent his entire PHS career on the Navajo Reservation. During his 30 year career, he served as an inpatient clinical pharmacist, outpatient clinical pharmacist, chief pharmacist and area pharmacy consultant. He spent a majority of his career as a pharmacy chief and area consultant. As chief pharmacist, he was able to participate in projects such as standardizing designs for pharmacy departments, quality improvement documents such as a Quality Improvement (QI) manual, electronic health record and the IHS Pharmacy Standards of Practice.

In addition to his chief pharmacist duties, CAPT Smith was the QI officer for the Navajo Area and its 12 facilities for about 20 years. This included the preparation and management of JCAHO surveys. Recognizing the outside work of others was part of the QI goals. He authored over 600 Commissioned Officer (CO) awards and served as the Executive Secretary of the CO awards committee for 15 years.

CAPT Smith has returned to his alma mater at the University of Tennessee College of Pharmacy. He serves as an Associate Professor functioning in a part-time capacity, teaching primarily on public health and quality improvement. He also works with the Continuing Education department. He sought a career in academia following his PHS retirement because IHS provided him with “unique insights and experiences that could benefit the profession. CAPT Smith says he was greatly influenced by the “excellent physicians and pharmacists” he worked with and learned from.

“When I graduated, I thought I knew all there was to know about therapeutics, but my experience in IHS quickly taught me to ask questions and see to learn more in all situations.”





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Dr. Robert Smith

Dr. Robert Smith received his Doctor of Pharmacy from the University of Southern California in 1969. He was Commissioned as a USPHS officer and was stationed at the Crow, Montana service unit for over 2 years. He served as the Deputy Chief at the two-pharmacist station. Dr. Smith became the Chief Pharmacist after CAPT (retired) Jerry Short transferred to another service unit.

The experience in Montana was memorable for personal and professional reasons. Dr. Smith and his wife adopted their daughter while in Montana. The role of pharmacists was progressive and like today, pharmacists had access to the entire patient chart and had authority to give refills. Often physicians would send charts with a diagnosis and pharmacists were able to prescribe the appropriate medication(s). Dr. Smith and his staff implemented a unit-dose drug distribution system at the Crow facility that previously only had a floor stock system.

In 1971, Dr. Smith was recommended for a faculty position at Wayne State University. Originally, he had planned to do 2 to 3 years in academia. When there were talks of Native American tribes contracting out their healthcare, Dr. Smith decided to remain in the academic profession. Following Wayne State, Dr. Smith held various academic positions at Creighton University and St. Louis College of Pharmacy. He currently is a professor and Head Assistant to the Dean of Professional Affairs at Auburn University. Dr. Smith says he will always cherish his experience at Crow Agency.

"The practice of pharmacy in the IHS was ahead of what most pharmacists do today, even in 1969."

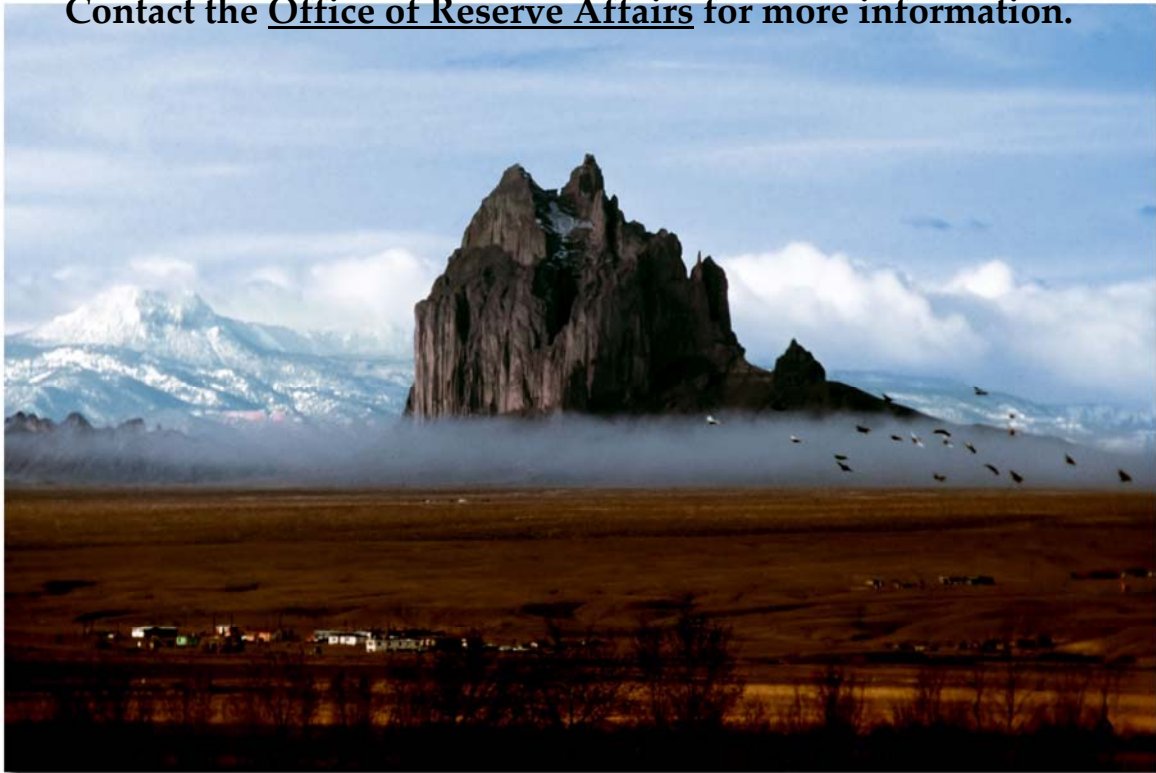


USPHS Pharmacy

There are many opportunities to practice pharmacy in the United States Public Health Service. There are opportunities for students in the Junior Commissioned Officer Student Training and Extern Program (JRCOSTEP) and Senior Commissioned Officer Student Training and Extern Program (SR COSTEP). Information can be obtained on the web by clicking JRCOSTEP or SRCOSTEP. There are pharmacy residency programs at 12 different IHS service units.

Information about professional pharmacy careers in the USPHS Commissioned Corps can be found here. There are various federal agencies and programs that pharmacy officers can practice.

Pharmacists wishing to voluntarily activate to do paid short or intermittent tours can apply for direct commission into the Inactive Reserve Corps. Contact the Office of Reserve Affairs for more information.





If working in a progressive pharmacy practice setting and experiencing unique environments interests you, the United States Public Health Service can provide the road to a rewarding professional experience.

Commission Corps of the USPHS — "Protecting, promoting, and advancing the health and safety of the Nation."



USPHS Pharmacy